



## TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

730 MASSACHUSETTS AVENUE, ARLINGTON, MA 02476  
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**BARBARA BOLTZ, CHAIRMAN**  
**ANDREA HAAS**  
**AUGUSTA HAYDOCK**  
**JACK JONES**  
**LORI LENNON**

**CARYN COVE MALLOY**  
**EQUAL OPPORTUNITY OFFICER**

### Equal Opportunity Advisory Committee Meeting Minutes Wednesday April 10, 2019 7:30 p.m.

**Present:** Barbara Boltz, Chairperson, Caryn Malloy, Jack Jones, Augusta Haydock, Andrea Haas

**Absent:** Lori Lennon

**Also Present:** Residents: Nora Marantz, Michaiah Healy, Purvi Patwari,

Introduction: Phyllis Marshall, Town Treasurer

Phyllis Marshall is the Town's first appointed Town Treasurer. Phyllis shared her professional background including her extensive background in municipal finance. Committee members explained the mission of the EOAC in diversifying the Town's workforce. The Treasurer shared some of her recent experiences in hiring process working with the Town's Human Resources Department. The Treasurer thanked the Committee and the residents present for their time.

Minutes

Jack Jones moved approval of the March 13, 2019 minutes.

SO VOTED

Current Job Openings

The Committee reviewed current job openings and hiring activity.

Those present asked for an updated breakdown of the makeup of personnel at Town Hall.

The group discussed the challenges around hiring under civil service rules within Police and Fire. The number of people taking the state administered exams for public safety positions has also dropped significantly in recent years.

### Current Bid Projects

The Committee discussed efforts to reach out to contractors to at least fully sensitize them to the Town requirement that good faith efforts must be made to hire female and minority workers on town funded construction projects over \$200,000. Augusta Haydock agreed to work with Caryn Malloy to develop a list of questions and reach out to contractors to discuss the current makeup of their workforce and efforts to diversify their workforce.

### School Diversity Task Group (SDTG)

Barbara Boltz reported that SDTG met March 25, 2019. Todd Morse who runs the after school program at the Hardy School was present to share his hiring approach as he has had some success in diversifying the after school teaching staff. Barbara Boltz also recapped efforts of the SDTG including participation in job fairs and the Diversity Coffee Social for APS teaching candidates.

The group then discussed the diversity statement on the School and Town HR Web Pages and it was recommended that they should be consistent and more prominent.

Andrea Haas moved to adjourn the meeting at 8:50 p.m.

Caryn Malloy  
Equal Opportunity Officer